



# Homegrown Heroes



Come Join Our Teams



Proudly Serving the Dayton Community





# Homegrown Heroes



## Purpose

To recruit, engage and mentor current City of Dayton employees who are eligible to take the upcoming promotional examinations for Public Safety Forces

## Goal

To increase diversity in the ranks of the Safety Forces through a promotional testing process as outlined in Civil Service Rule #7. This will allow the Safety Forces to tap into the existing City of Dayton talent pool.





# Dayton Safety Forces Engagement of City Employees



This program will be implemented to identify and guide eligible city employees through this promotional process. This will establish a relationship with the employee and give them the tools for success.

- Notify all city employees about the promotional opportunity within the Safety Forces
- Engage in information based recruiting presentations held at C.O.D. jobsites
- “Public Safety Fridays” hosted by Dayton Fire and Dayton Police







# Dayton Safety Forces Engagement of City Employees



- Meet with other Department Directors and Division Managers to explain this opportunity for their employees.
- Dayton Fire and Police will staff the recruiting office to help with facilitation of this program
- Public Safety Recruiting presence at the City of Dayton Health and Safety Fair
- Ride-a-long opportunities with Fire, E.M.S. and Police Crews





# Information Based Recruiting Presentations



- City employees interested in promoting into the Safety Forces will be invited to recruiting presentations occurring during their work shifts at a convenient location.
- Presentations will cover:
  - Hiring process
  - Benefits
  - Q & A





# Keys to Success



- Ensure all eligible C.O.D. employees are aware of this highly rewarding opportunity
- Maintain relationship with those employees who show an interest through informative events
- Provide the promotional candidates with the “tools for success” such as physical abilities test preparation





# Keys to Success



- Conduct training for Safety Forces personnel on the value of diversity: “Diversity is about everyone”
- Provide informational handouts for Public Safety crews to distribute at City Events to facilitate engagement
- Market the Public Safety Forces and the firefighting and police professions to eligible candidates







# Dayton Public Schools



- Dayton Fire and Police will develop a partnership with DPS and introduce Public Safety Forces as an excellent career opportunity for juniors and senior students through a “Lunch and Learn” Program
- Introduce students to the Fire Explorer Program and encourage involvement which will provide invaluable learning opportunities and experience







# “Safety Forces Fridays”



- Will be held on 5 consecutive Fridays beginning August 24th
- All employees eligible for promotional examination or any employee that has a family member or close friend that has an interest in taking the exam will be invited to attend
- Lunch will be provided
- Fire, E.M.S. and Police demonstrations
- Various public safety apparatus displays
- Opportunities for “hands-on” experience in a safe, controlled training environment





# "Safety Forces Fridays"







# Public Safety Forces Ride-a-long Programs



Interested city employees will be afforded the opportunity to ride-a-long with a Police or Fire/E.M.S. crew

- Consideration should be given to employees doing a ride-a-long as part of their regular work shift
- Ride-a-longs will be done in 4 or 8 hour blocks





# Public Safety Forces Operations 101



This program will be held in the Fall of 2018



To provide a hands-on practical experience for  
employees interested in the promotional process







# Public Safety Forces Operations 101



- Similar to the Fire Ops 101 program held for the media and city dignitaries in the past to gain a better understanding of public safety careers
- This program will provide the interested candidates a chance to “suit up” in fire or police gear
- This program will help employees identify and work to overcome possible fears or obstacles that may exist in the these positions, e.g., fear of heights, claustrophobia, etc.
- Practical evolutions will include: Search and rescue, fire hose movement, ladder climbing, finger printing, investigation techniques, etc.





# Dayton Safety Forces Mentoring Program



[www.station-pride.com](http://www.station-pride.com)

Mentoring is a brain to pick, an ear to listen, and  
a push in the right direction.” – John Crosby





# Dayton Safety Forces Mentoring Program

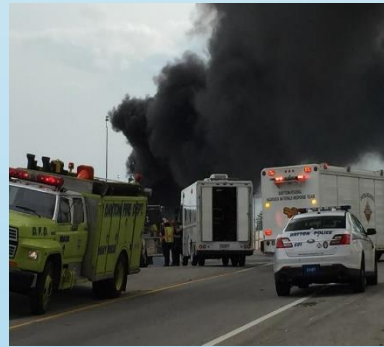


- Mentors will be Dayton Safety Force employees who volunteer to assist promotional candidates
- Mentors will be knowledgeable and have a positive outlook toward the success of this program
- Assign a Safety Forces mentor to those employees who show a serious interest in the promotional process
- Will provide candidates with a one-on-one established relationship and valuable insight into the Police, Fire and EMS field
- This will assist the employees in navigating and preparing for this opportunity





# Are you ready to start your next career?



Questions?

